



# SWOS Senior Enlisted Academy

## Brief

---

*RADM George Mayer*

*Naval Safety*

*Center*

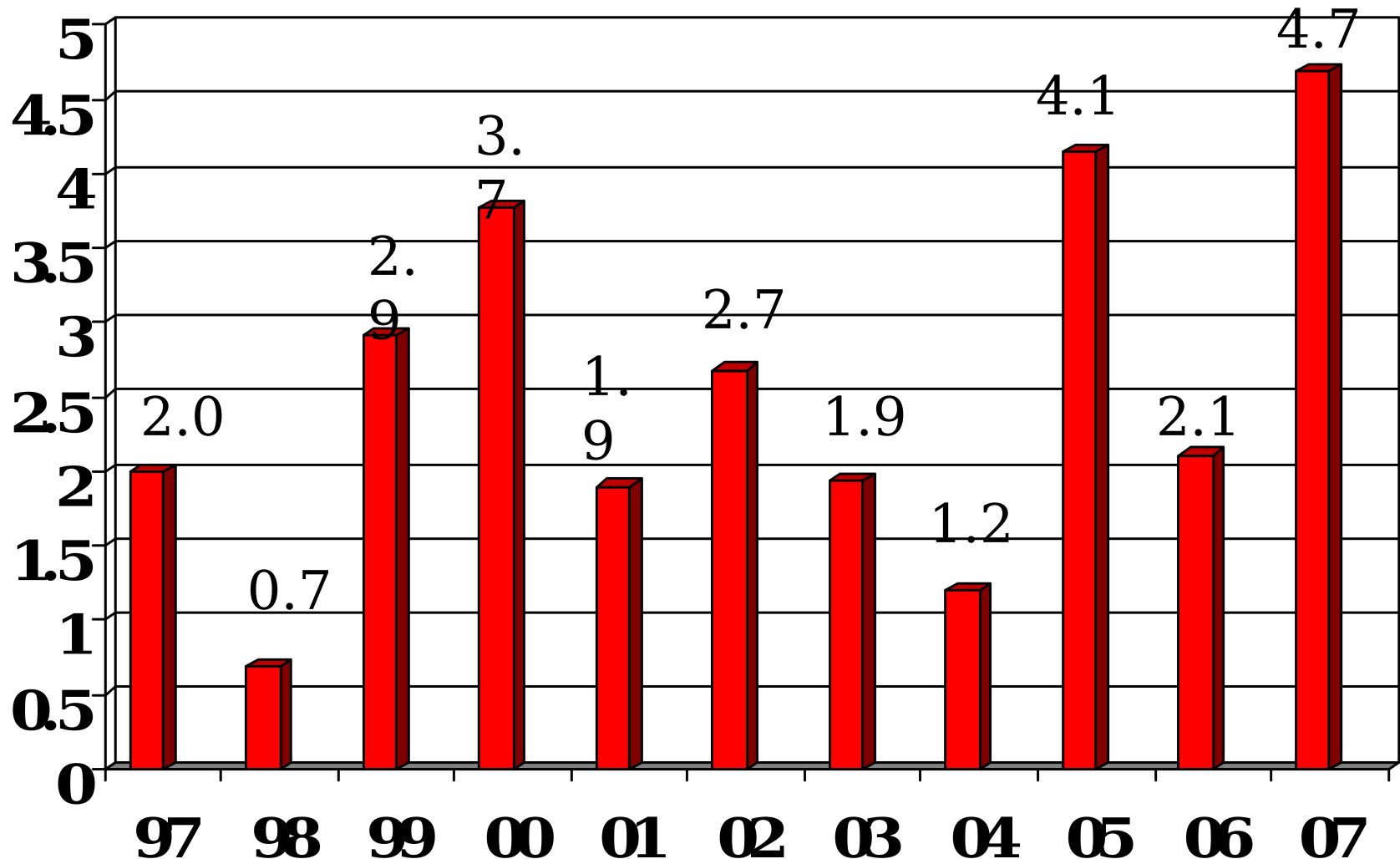
*19*

*March 2007*

# Crew Safety during Hi-tempo Operations

## The Missile Deck

# Surface Class A Mishap Rate



# Areas of Concern – Afloat

- Human error is primary cause of all shipboard mishaps.
  - Inadequate Supervision
  - PMS not accomplished
  - Poor Crew Resource Management
  - Lack of Situational Awareness
  - Complacency
- Strict adherence to CO's Standing Orders and Rules of the Road critical to safe operation.
- Chronic fatigue impacts decision making ability and judgment of shipboard personnel (especially watchstanders).
  - Schedule shipboard evolutions to maximize personnel "downtime" for recuperative sleep.
- Shipboard maintenance evolutions must adhere to the Joint Fleet Maintenance Manual and ensure Quality Assurance before, during and upon completion of every maintenance evolution.



# **USN AFLOAT CLASS A MISHAPS**

---

**06 Jan 07 (CNSP/HALSEY) Class B fire in engineering spaces.**

**30 Nov 06 (CNSL/BOONE) following loss of steering while underway, divers discovered rudder missing.**

**08 Nov 06 (CNSL/GUNSTON HALL) Two LCUs came alive in the ship's well deck during heavy seas causing damage to the ship.**

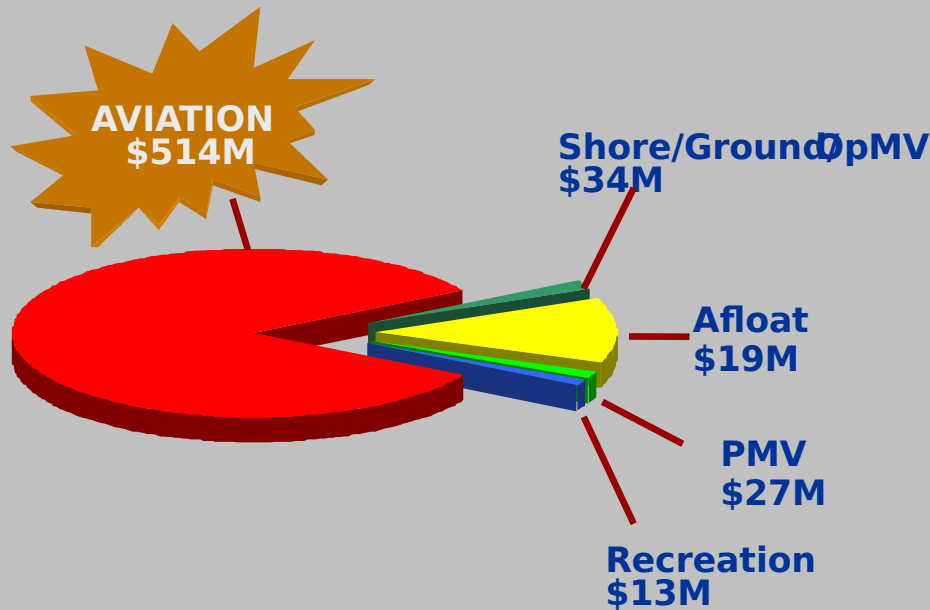
**05 Nov 06 (CNSL/HALYBURTON) FFG collided with DDG while mooring.**

**04 Oct 06 (CNSL/KEARSARGE) During CMAV repairs to ballast tank, aviation supply storeroom flooded.**

# FY06 Total Cost and Deaths

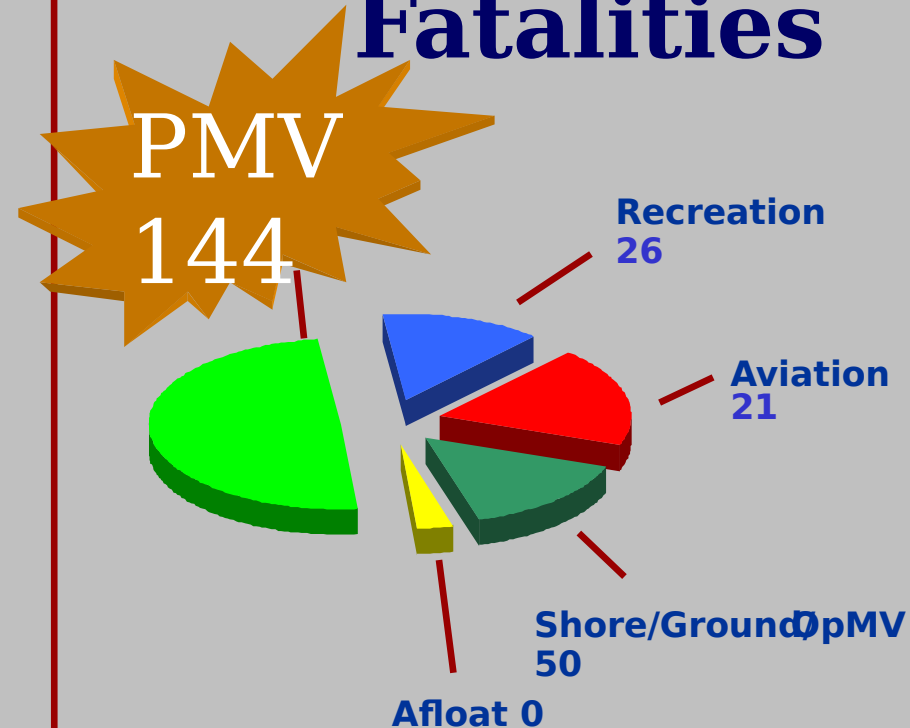
## Navy and Marine Corps

### Cost



**Total Cost: \$605M**

### Fatalities

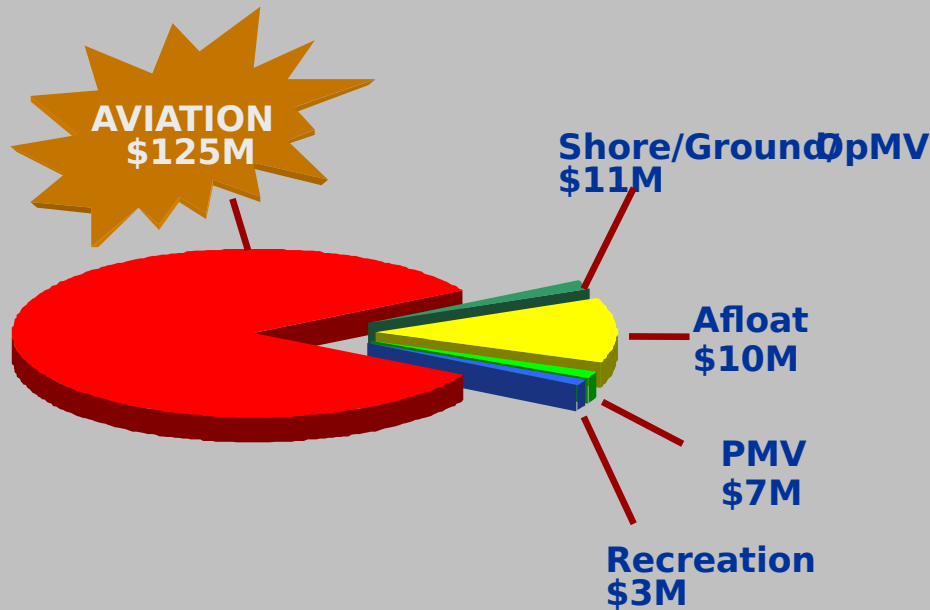


**Total Fatalities: 241**

# FY07 Total Cost and Deaths

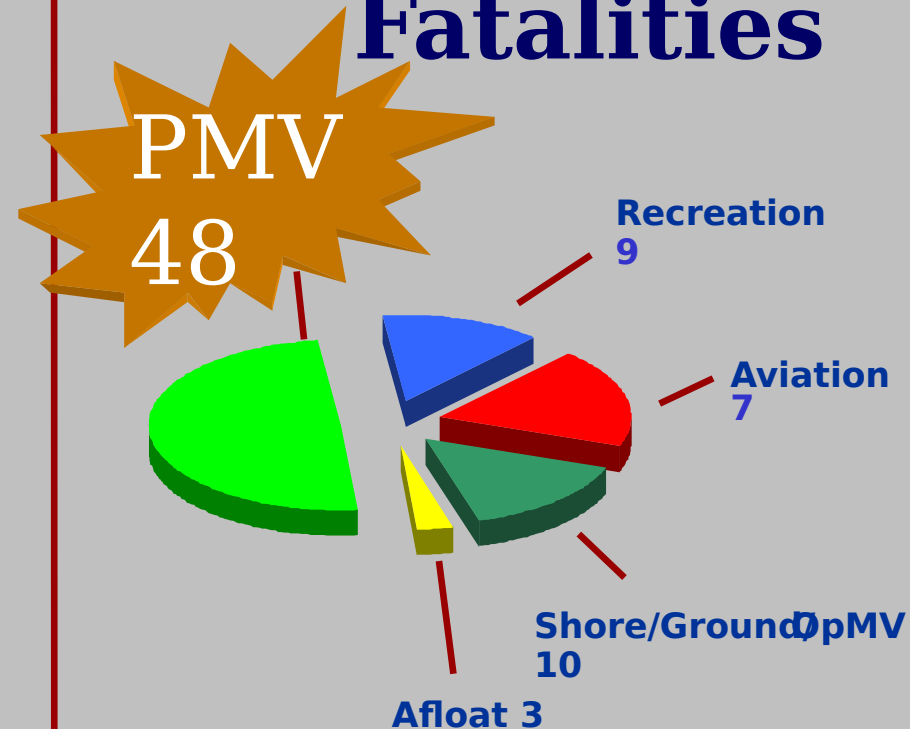
## Navy and Marine Corps

### Cost



**Total Cost: \$125M**

### Fatalities



**Total Fatalities: 77**

# Magnitude of Accidents

## *In FY07, Navy and Marine Corps Mishaps Resulted In:*

### NAVY

- 1 Navy death every 123 hours (5 days)
- 1 POV death every 179 hours (7.5 days)
- 1 Afloat Class A Mishap every 18 days
- 1 Aviation death every 11 days
- 1 Aircraft destroyed every 164 days
- \$168,000 a day in aviation losses

### MARINE CORPS

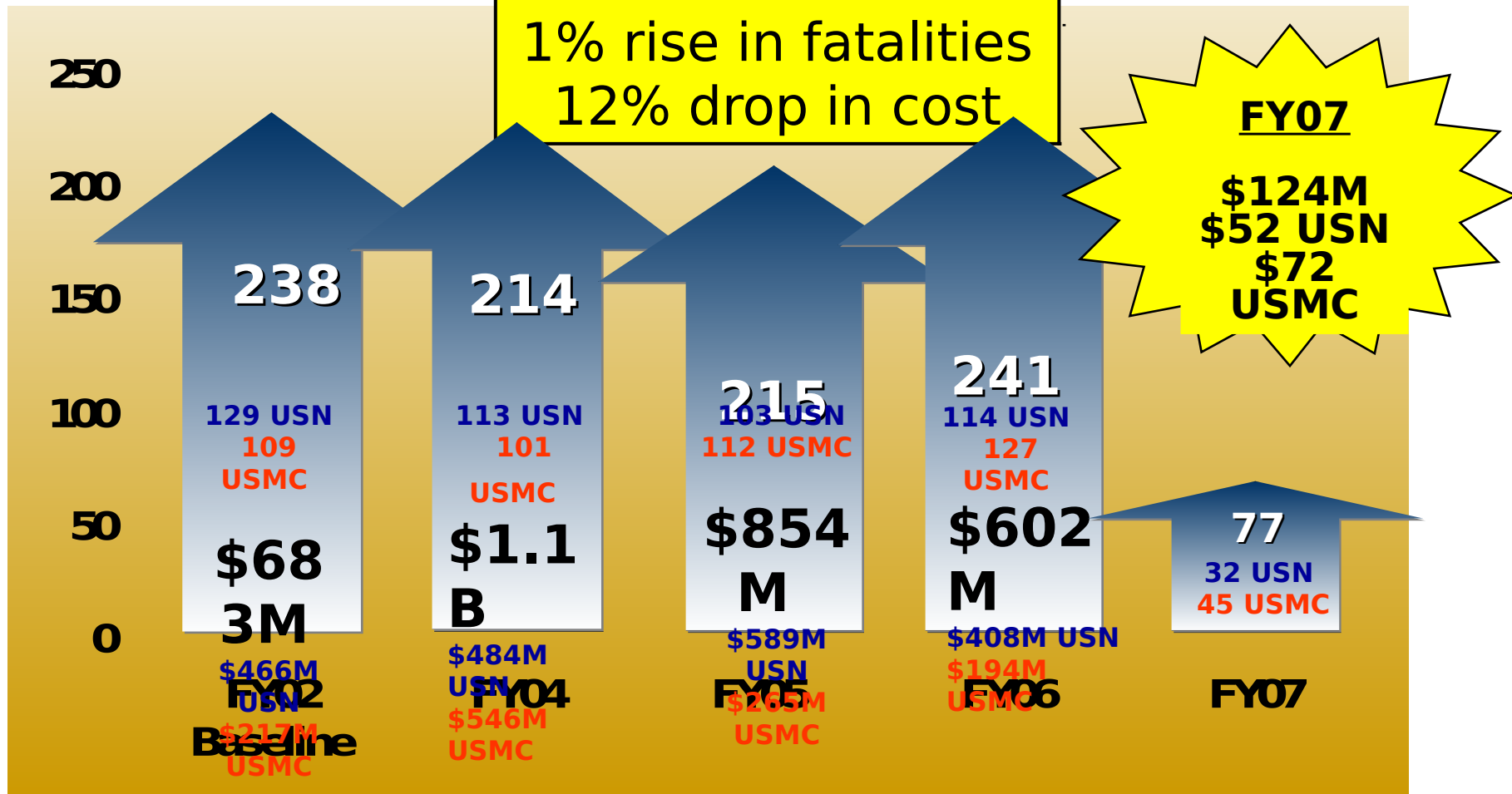
- 1 Marine death every 87 hours (3.6 days)
- 1 POV death every 151 hours (6.3 days)
- 1 Aviation death every 55 days
- 1 Aircraft destroyed every 55 days
- \$399,955 a day in aviation losses

# USN/USMC Fatalities & Resources Lost

During Action

From FY02 to FY06:  
1% rise in fatalities  
12% drop in cost

NUMBER OF FATALITIES



ENDSTATE GOAL IS ZERO!

NSG Data: 06 Mar 07



# ***Tactics to Defeat the “Blue Threat”***

**Blue Threat** - Action/Inaction by own forces causing losses  
**Blue Threat** - Losses far exceed **Red Threat** losses

# TRAVEL RISK PLANNING SYSTEM

- TRiPS
  - Delivered to the Naval Safety Center for Fleet use in 2006; based on ASMIS-2 Army Safety Management Information System
  - A click away on <http://www.safetycenter.navy.mil>
  - Provides ORM trip assessment and actual mishap cases relevant to planned trip. Risk values/models based on NTSB data
  - Trip map, times, distances and other products improve ***supervisor interaction***; CBT course content designed to help change behavior



# Best Fleet Practices - Afloat

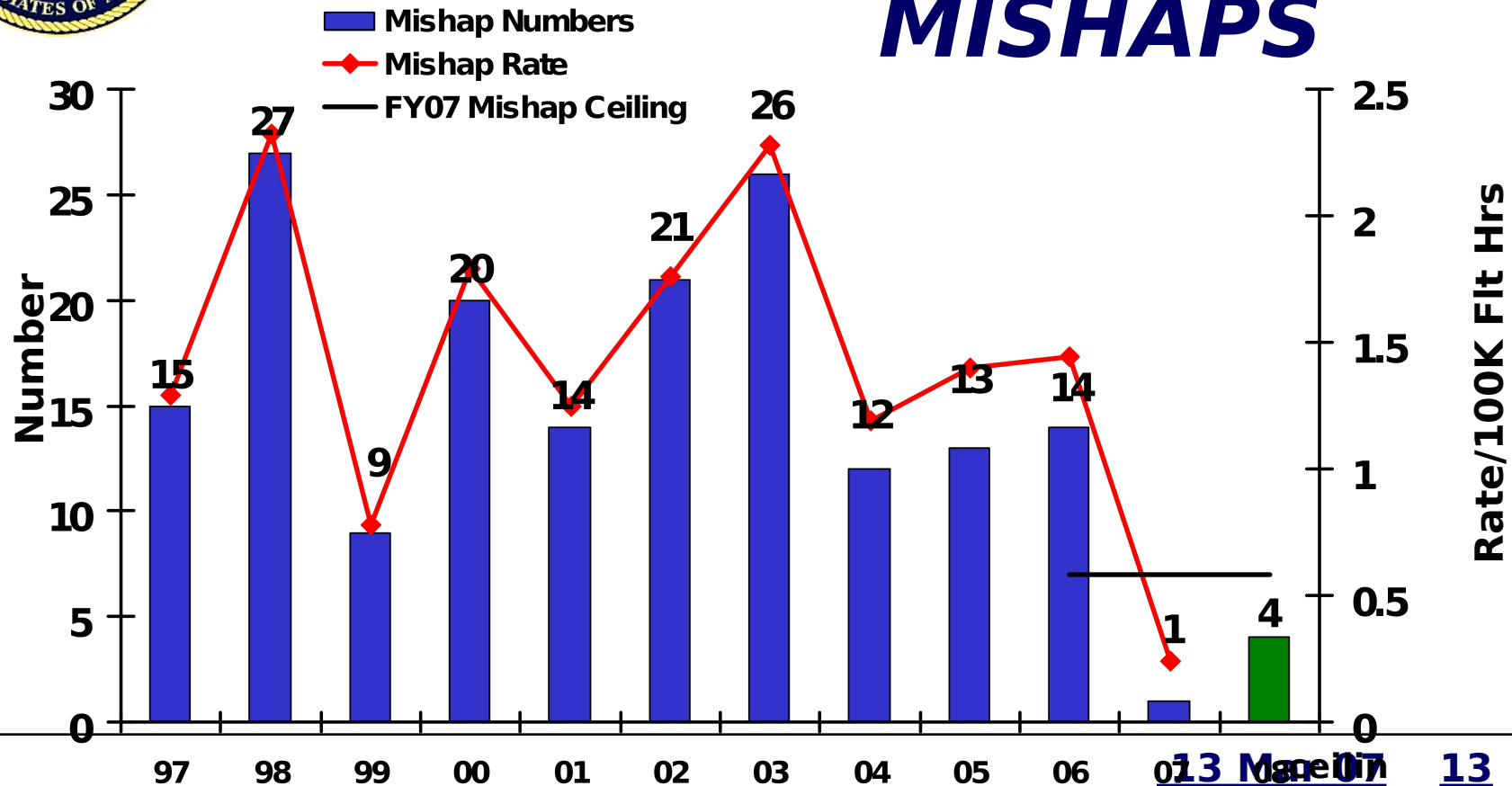
Integrate ORM into all shipboard training and Off-Duty activities.

1. Visible senior leadership support for/and verification of ORM by work center personnel during daily activities.
2. Departmental/divisional quarters – Led by Officers and CPO's. (Don't be an E-mail Leader!)
3. Daily senior leadership – Involved with work center personnel.
4. Consistent use and application of RM throughout chain-of-command – On- and Off-Duty!





# CLASS A FLIGHT MISHAPS



Mar 06

**CLASS A FM/FM RATE FY COMPARISON:** 1 / 0.24

9 / 2.10

**FY06 MISHAPS/MISHAP RATE:** 14 / 1.44

**10-YEAR AVERAGE (FY97-06) MISHAPS/MISHAP RATE:** 17.1 / 1.56

SWOS Brief. 19 March 2007



# USS JOHN F KENNEDY

22 July 04

Collision with dhow



# USS Theodore Roosevelt

## 05 Dec 2005

Scheduled maintenance on arresting gear





# USS NASHVILLE

## 23 August 2006

Class A fire in ship's laundry



# 144 FY06 Navy and Marine Corps PMV Fatalities = 8.5 USS Cole losses







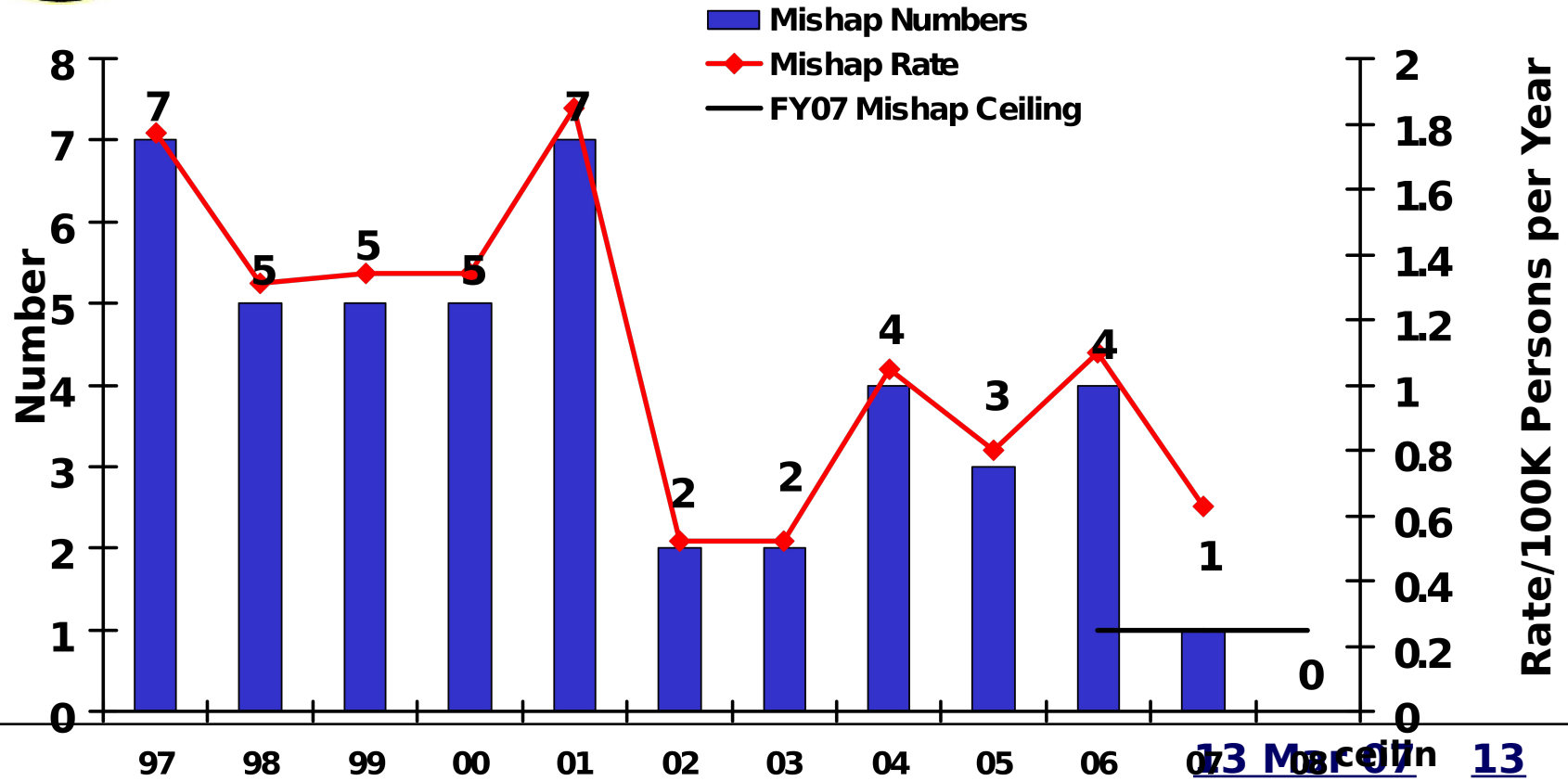
# How Did Our Sailors and Marines Die?

	<b>212</b> <b>Died in</b> <b>FY05</b>	<b>199</b> <b>Died in</b> <b>FY06</b>	<b>77</b> <b>Died in</b> <b>FY07</b>
<b>PMV</b>	<b>105</b>	<b>111</b>	<b>48</b>
<b>Off-Duty Recreation</b>	<b>(49%)</b>	<b>(55%)</b>	<b>(62%)</b>
<b>Aviation</b>	<b>29</b>	<b>21</b>	<b>9</b>
<b>Shore/Ground/MV</b>	<b>(14%)</b>	<b>(11%)</b>	<b>(12%)</b>
<b>Operational</b>	<b>40</b>	<b>21</b>	<b>7 (9%)</b>
<b>Surface</b>	<b>(19%)</b>	<b>(11%)</b>	<b>10</b>
<b>Ships/Sub/Diving</b>	<b>32</b> <b>(15%)</b>	<b>45</b> <b>(23%)</b>	<b>(13%)</b>





# CLASS A SHORE OPER MISHAPS



Mar 06

**CLASS A MISHAPS/MISHAP RATE FY COMPARISON:** 1 / 0.63 1 /

0.61

**FY06 MISHAPS/MISHAP RATE:** 4 / 1.10

**10-YEAR AVERAGE (FY97-06) MISHAPS/MISHAP RATE:** 4.4 / 1.16

SWOS Brief. 19 March 2007



# Watch out for the other quv





# FLEET BEST PRACTICES – PMV

1. Find out who is at risk – help them manage that risk; engaged mentorship
2. Understand that becoming a safe driver is part of young person's maturation process; recent studies indicate is not complete until age 25 or above
3. Traffic Safety Toolbox to provide the necessary tools to reduce mishaps
4. Engage in partnerships with local community. (Click It or Ticket, *You Drink, You Drive, You Lose*, MADD)
5. Letter home to solicit family's help to keep their loved one safe
6. Make traffic safety a paramount consideration of command; on par with other operational considerations

# Seatbelts?

vidman.ca

# Factors In Traffic Deaths (USN/USMC, FY02-05)

Fatigue is considered a major factor in traffic deaths, but is under-reported throughout the fleet.

**FY02-05 Deaths: 481 (USN -272) / (USMC - 209)**

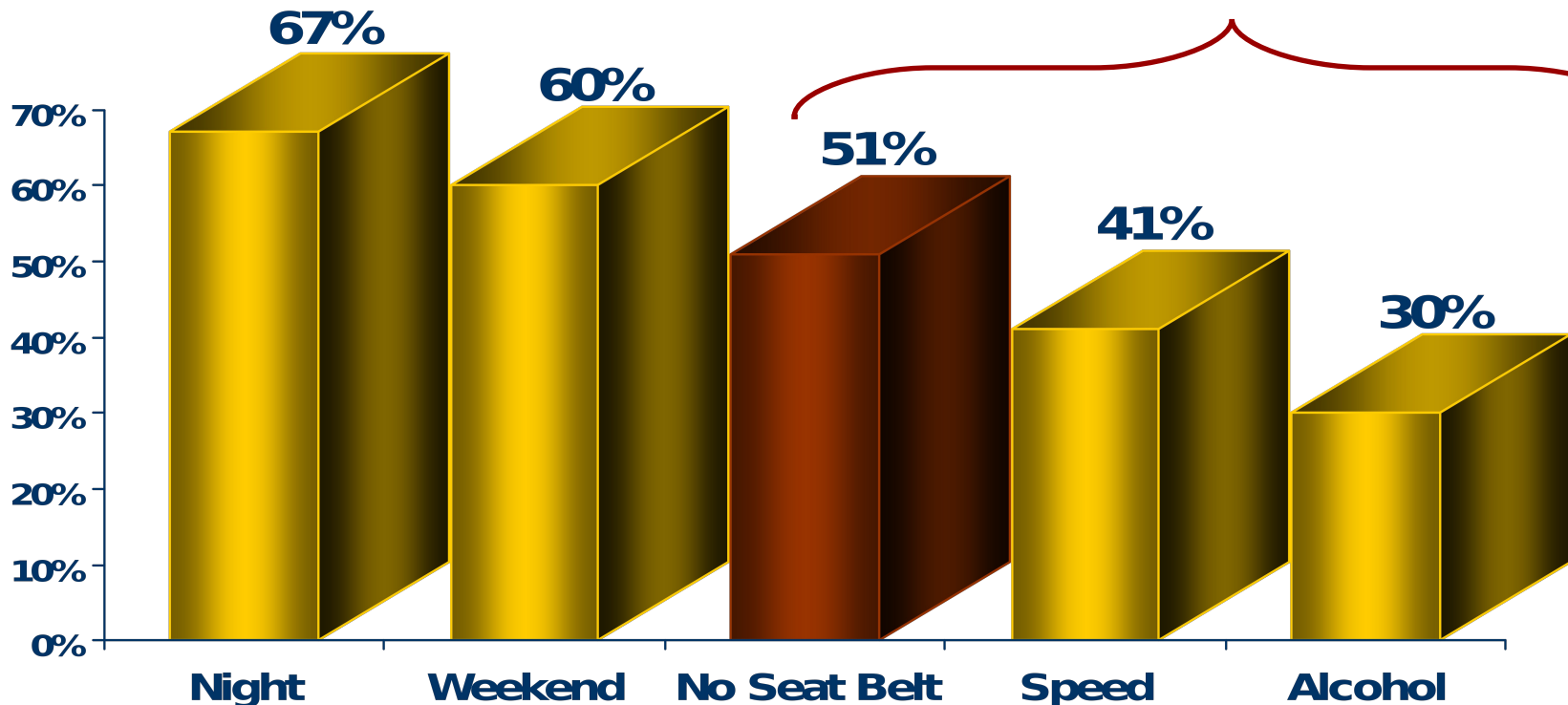
**FY02: 140 (USN - 75) / (USMC - 65)**

**FY03: 119 (USN - 66) / (USMC - 53)**

**FY04: 119 (USN - 73) / (USMC - 46)**

**FY05: 103 (USN - 58) / (USMC - 45)**

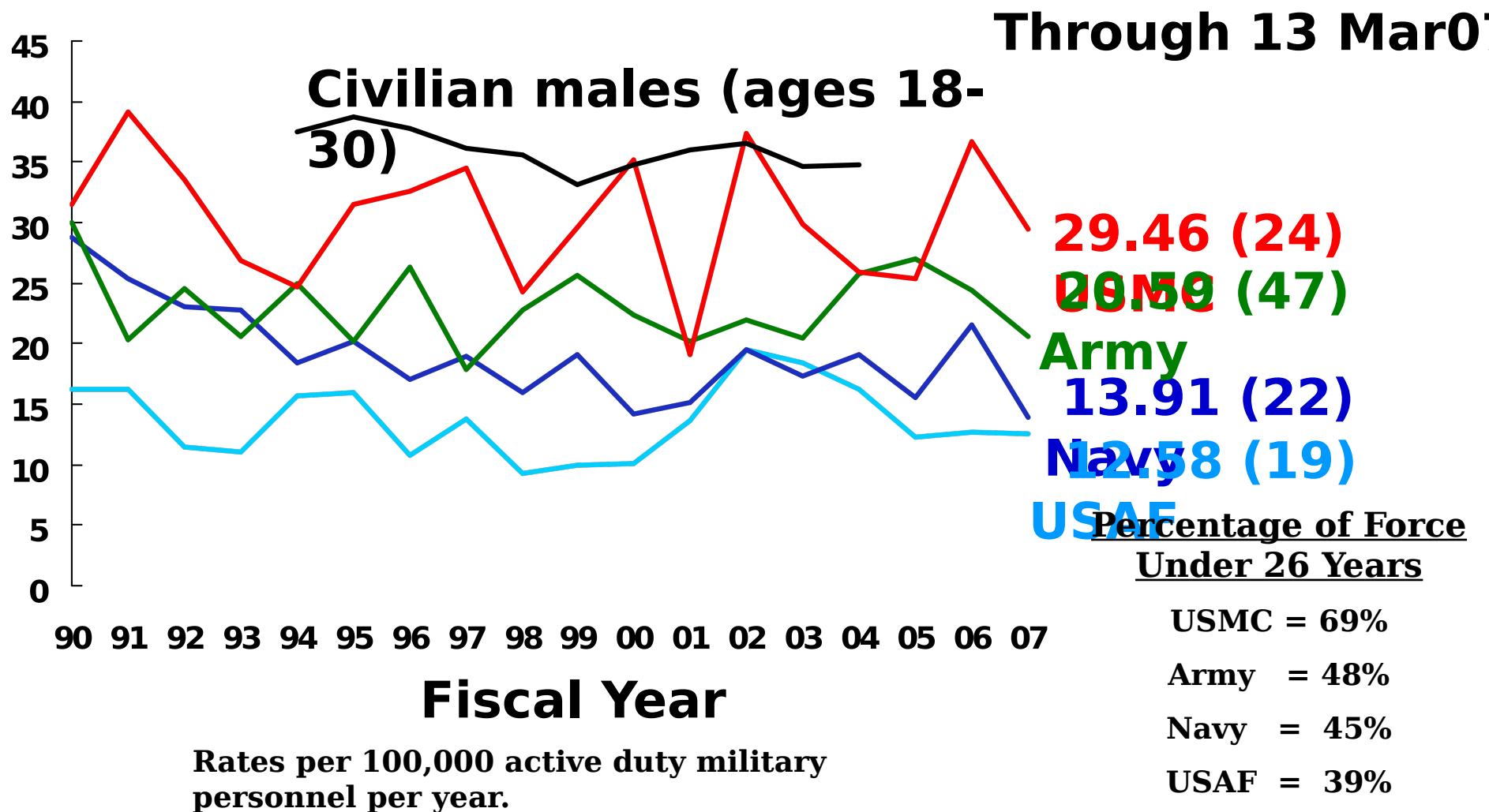
## **DECISION-BASED ERRORS**



# No One Should Die Because They Weren't Wearing A Seatbelt

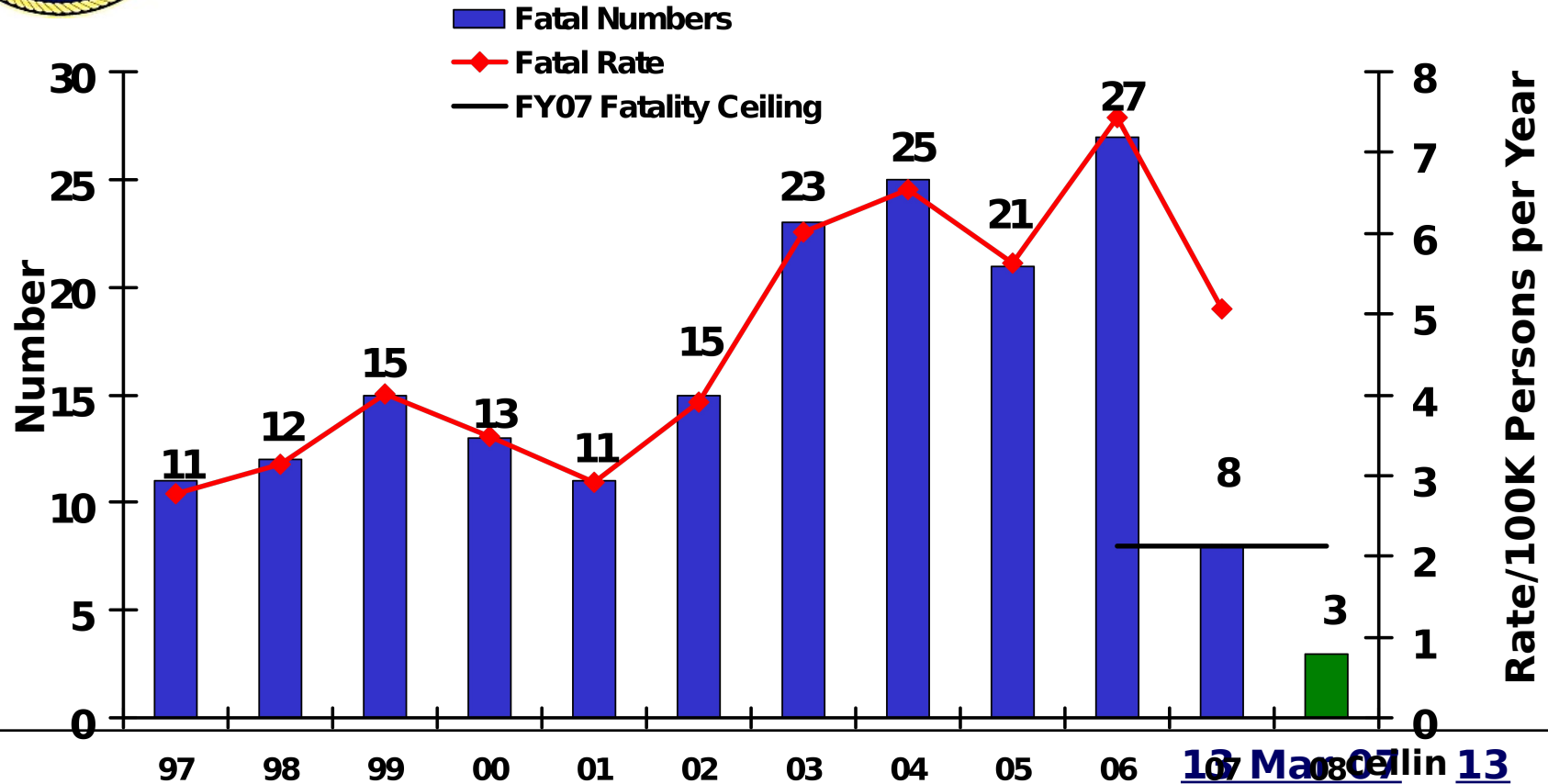


# Armed Forces Traffic Death Rates (FY90-07)





# OTORCYCLE PMV FATALITIES



Mar 06

**CLASS A FATALITIES/FATALITY RATE FY COMPARISON:** 8 / 5.06 12 / 7.32  
FY06

**FATALITIES/FATALITY RATE:** 27 / 7.44

**10-YEAR AVERAGE (FY97-06) FATALITIES/FATALITY RATE:** 17.3 / 4.57

SWOS Brief. 19 March 2007



# Watch This !



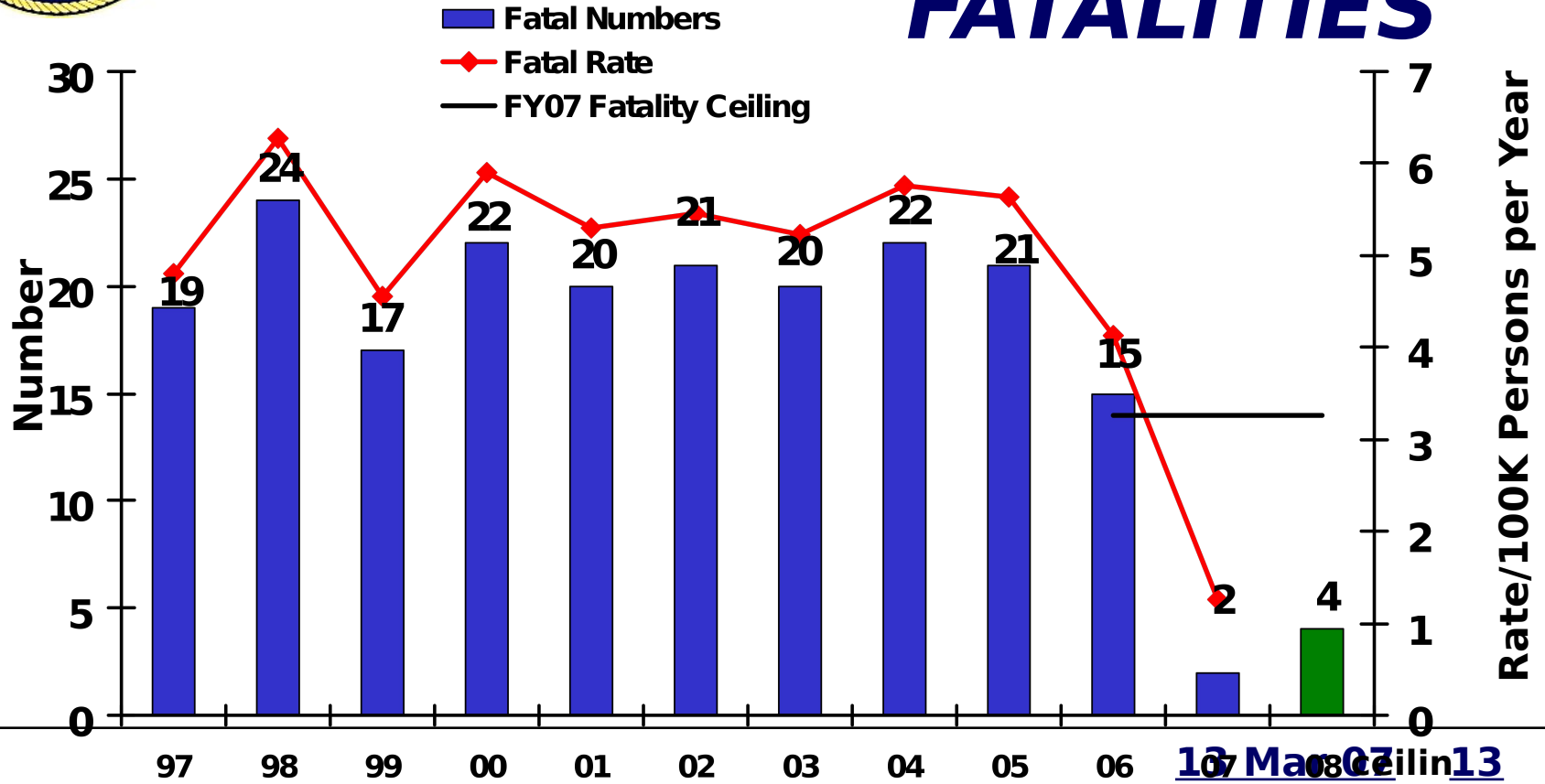
# What Hazards Exist Here?







# OFF-DUTY/REC FATALITIES



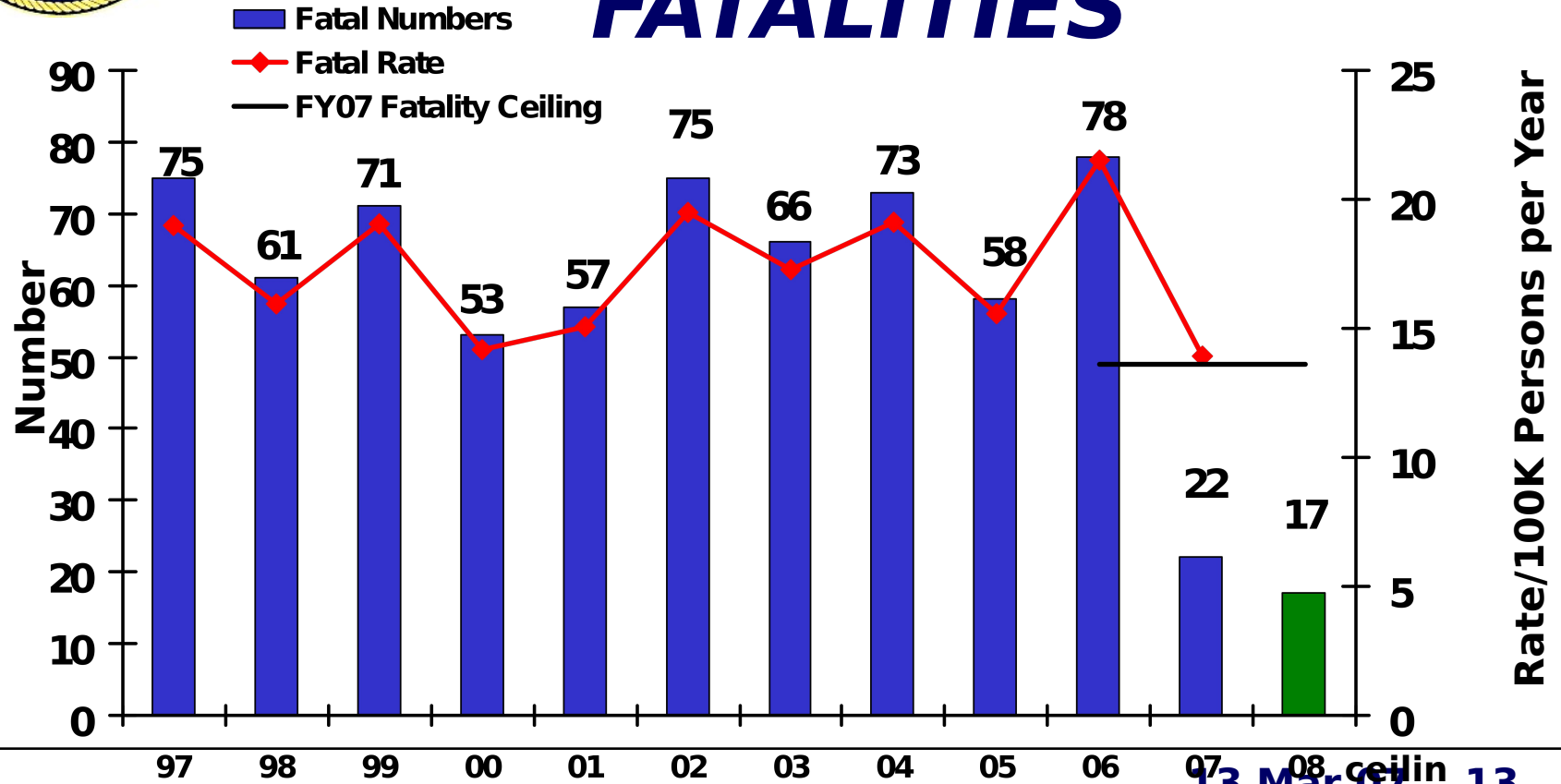
**Mar 06**

**CLASS A FATALITIES/FATALITY RATE FY COMPARISON: 2 / 1.26 8 / 4.88**  
**Rate: 15 / 4.13**  
**FY06 FATALITIES/FATALITY RATE: 20.1 / 5.31**





# PMV FATALITIES



Mar 06

**CLASS A FATALITIES/FATALITY RATE FY COMPARISON: 22 / 13.91 44 / 26.84**

**FY06 FATALITIES/FATALITY RATE: 78 / 21.49**

**10-YEAR AVERAGE (FY97-06) FATALITIES/FATALITY RATE: 66.7 / 17.61**

SWOS Brief. 19 March 2007



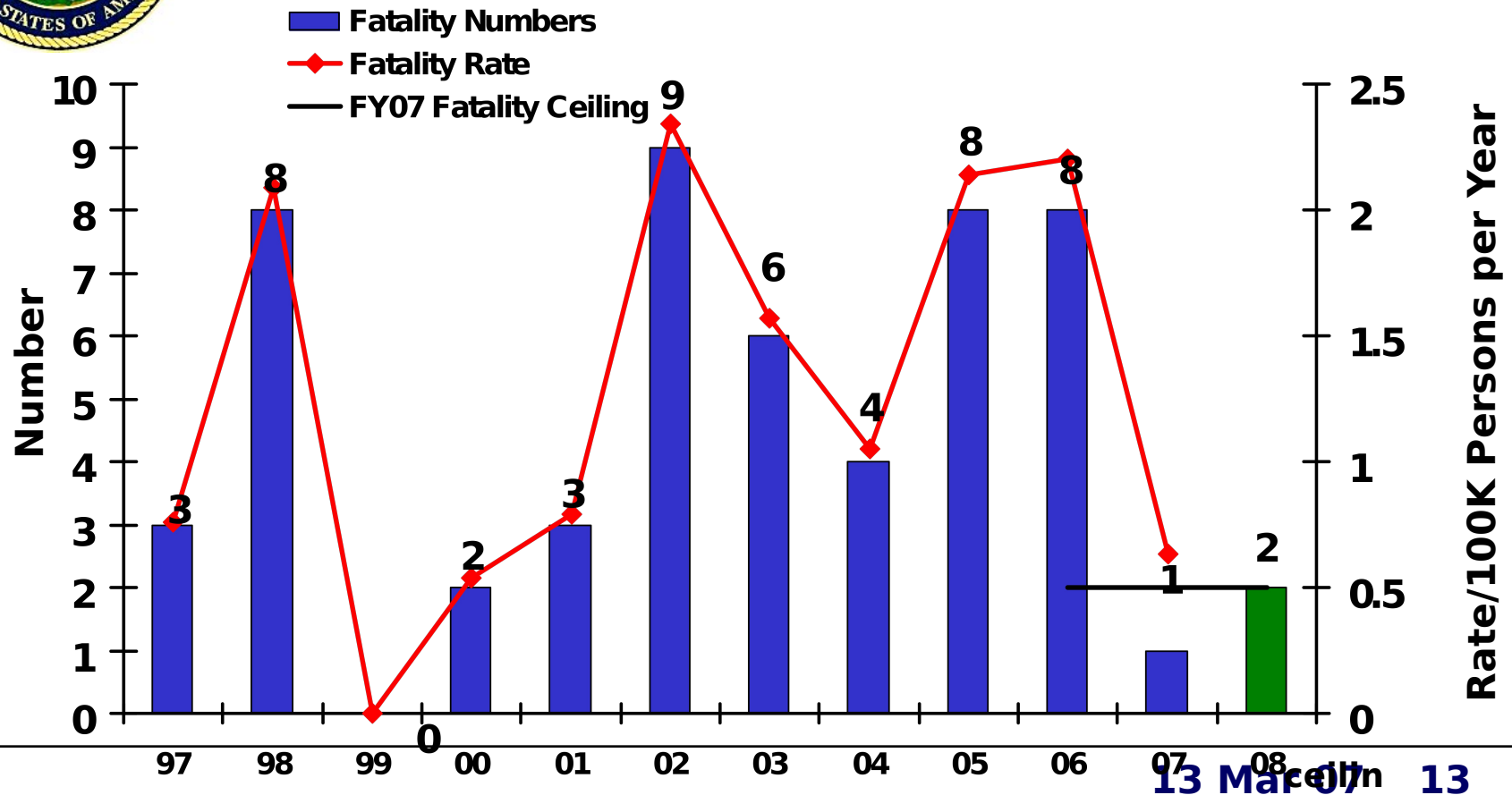
# Best Fleet Practices – Off-Duty Rec

- 1. Commanders/Commands and supervisors engaged in Risk Management and RODS program.**
- 2. Individuals use risk management process before participating in their leisure-time activities.**
- 3. RODS Program Managers - Ensure command personnel have seasonal hazard awareness training.**
- 4. Individual Off-Duty Risk Assessment Form - Assess behavior factors and indicators related to off-duty recreation mishaps.**
- 5. MWR Automotive/Woodworking and Small Boat Rental - Provide qualification training and skills test prior to patrons using their facilities/equipment**





# PHYSICAL TRAINING FATALITIES



Mar 06

1.83

**FATALITIES/FATALITY RATE FY COMPARISON :**      **1 / 0.63**      **3 /**

**FY06 FATALITIES/FATALITY RATE :**      **8 / 2.20**

**10-YEAR AVERAGE (FY97-06) FATALITIES/FATALITY RATE:**      **5.1 / 1.35**

SWOS Brief. 19 March 2007



# ORM: Risk Management Not Risk Avoidance

## *Five Steps*

1. Identify Hazards

2. Assess Hazards

3. Make Risk Decisions

4. Implement Controls

5. Supervise

- Easy, common-sense process
- Mind-set
- Way of life – On and Off Duty
- Operating discipline
- Process must be taught
- Must institutionalize ORM – it's

not today

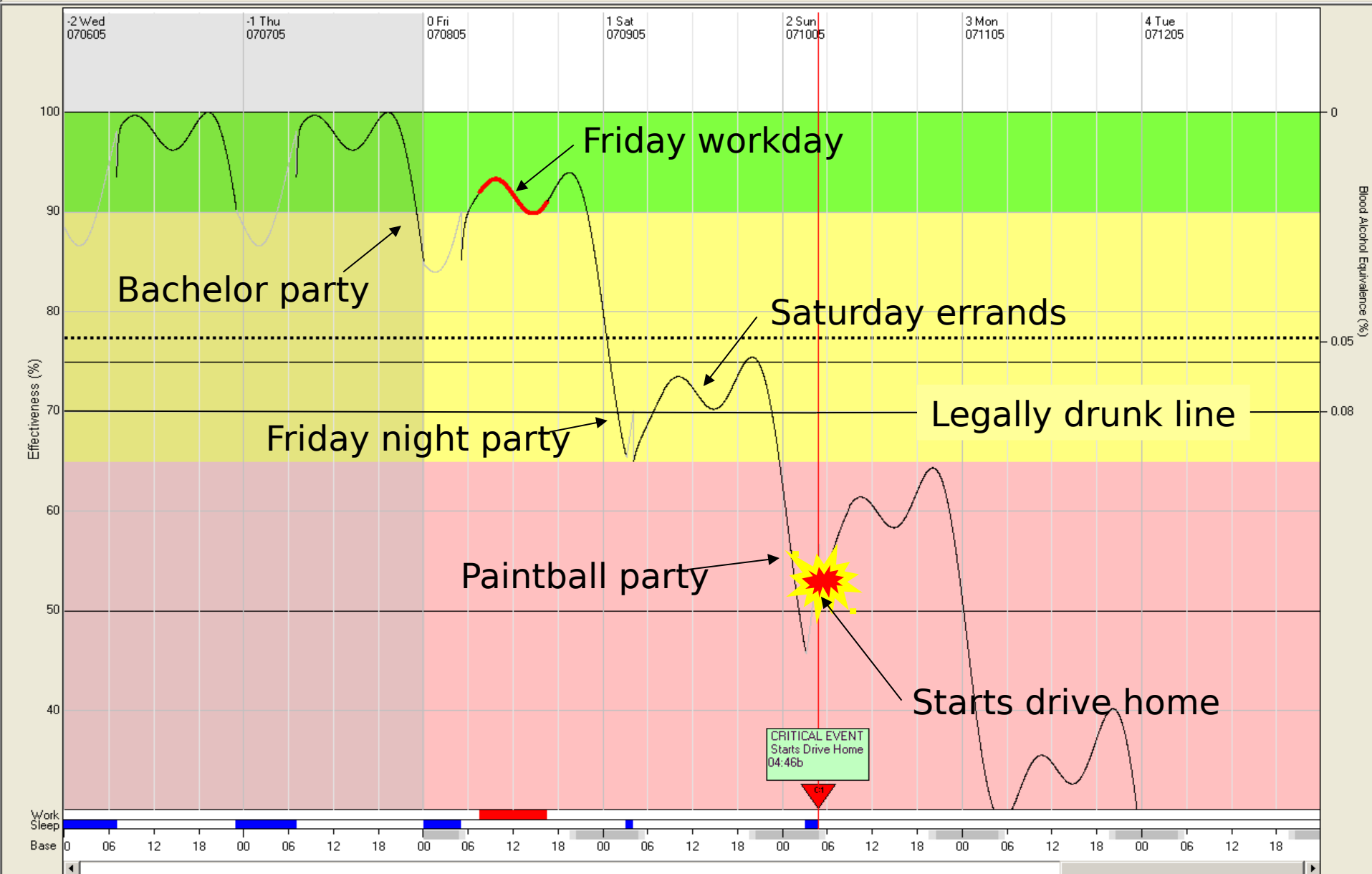
**YOU CAN'T "ORM" SOMETHING THAT'S STUPID, TO SOMETHING THAT'S SMART!!!**

# Effective Use of Risk Management



# FATIGUE STUDY

- AN E-5 WENT TO A BACHELOR PARTY UNTIL MIDNIGHT **THURSDAY**, SLEPT FIVE HOURS, THEN WENT TO WORK. TOILED ALL DAY, THEN WENT ON LEAVE.
- DROVE 120 MILES TO A PARTY AND BOOGALOOED UNTIL THREE O'CLOCK IN THE MORNING **FRIDAY**. SLEPT FOR AN HOUR ON THE WAY BACK, RAN ERRANDS ALL DAY, MET SOME FRIENDS FOR A MIDNIGHT GAME OF PAINTBALL THAT LASTED, ONCE AGAIN, UNTIL THAT MAGICAL HOUR OF 0300.
- HEADED HOME AT 0445 **SATURDAY**. PULLED OVER WITHIN 30 MINUTES TO STRETCH AND YAWN.
- HE THEN GOT BACK BEHIND THE WHEEL, FELL ASLEEP ON A CAUSEWAY, VEERED OFF THE ROAD AND RAN INTO TWO GUARD RAILS. HIS PICKUP TRUCK WENT AIRBORNE AND SPLASHED DOWN INTO THE BAY BELOW.
- THE SAILOR CAME TO, RELEASED HIS SEAT BELT, CRAWLED THROUGH A BROKEN WINDOW, AND SWAM TO A PYLON. FORTUNATELY, A PASSING MOTORIST HAD SEEN THIS DRAMA AND CALLED EMERGENCY SERVICES.





# THE COMMANDING OFFICER



# Recommendations to Improve Safety in Your Command

## **1. Naval Safety Center Website - The Tools Are There!**

- Traffic Safety Toolbox
- Web-Enabled Safety System (WESS) – Online mishap reporting / database
- Leave and Liberty Risk Assessments

## **2. Ensure a SOLID Welcome Aboard, Sponsorship/ Mentorship Program.**

- First impressions are lasting ones
- On and Off duty activities must be addressed

## **3. Identify “high-risk” personnel within command.**

- Ensure leadership is engaged with subordinate personnel
- Establish awareness training of high-risk activities and mentoring for high-risk personnel
- Identify motorcycle operators and confirm required training is complete

# Recommendations to Improve Safety in Your Command

## **4. Do the inexpensive things at a minimum.**

- Schedule a Culture Workshop / Safety Survey
- Distribute “Safe Ride” taxi cards
- Conduct pre-holiday safety standdowns
- Require leave chit risk assessments prior to authorizing leave

## **5. Maintain high-visibility within command.**

- Establish and enforce standards- defined command safety policy
- Treat every mishap the same (PMV/Off-Duty Fatality hurts command as much as material mishap)
- Correct safety deficiencies immediately
- Hold personnel ACCOUNTABLE for failure to follow regulations

## **6. INSPECT for compliance**

- Verify command policies are being followed
- Demonstrate daily commitment to safety

**Ensure experience level matches assigned duties**

*SWOS Brier. 19 March 2007*



# NSC Website: Your Valuable Resource

***www.safetycenter.  
navy.mil***

Naval Safety Center - Microsoft Internet Explorer provided by NMCI

File Edit View Favorites Tools Help

Back Forward Stop Home Search Favorites Media Print AutoFill

Address <http://www.safetycenter.navy.mil/>

Google G Go Bookmarks 106 blocked Check Look for Map AutoFill

**Work, Play, Live ... Safely!**  
**Naval Safety Center**

Site Map | Search

Afloat | Ashore | Aviation | Media | OSH | Services | Training | Popular

### Resources

- [TRIPS](#) (Travel Risk Planning System)
  - [Navy](#) • [Marines](#)
- [Executive Summary](#)
- [Safety Toolbox](#)
- [75% Mishap Reduction](#)
- [Presentations](#)
- [Traffic Safety Toolbox](#)
- [Success Stories](#)
- [Statistics](#)
- [Seasonal Resources](#)
- [POD Notes, Slogans](#)

### Quick Links

- [Photo of the Week](#)
- [ASCAS](#)
- [Friday Funnies](#)
- [Safety School](#)
- [Acquisition Safety](#)
- [Safety Surveys](#)
- [Culture Workshops](#)
- [Navy / NSC FOIA Request](#)
- [Secure Site \(PKI\)](#)

### Staff

- [Biographies / Mission](#)

### Traffic Death Update

At 0130 on February 26, a Marine private died in a car wreck on an interstate highway in Michigan. He was driving a van when he lost control; the van flipped several times. He had graduated from basic training last Friday. Also, a QMC from Naval Base Kitsap was killed in a wreck near Discovery Bay, Wash. He crossed the centerline and collided head-on with another car.

[PMV Stats](#) | [PMV Narratives](#)

Navy and Marine Corps PMV Deaths FY07 to date : **47**

### In the Spotlight

What's New	More Articles
<ul style="list-style-type: none"> <li>• <b>NEW!</b> <a href="#">CNO FY06 Awards For Achievement In Safety Ashore</a></li> <li>• <a href="#">15th Safety Professional Development Conference in Virginia Beach, March 12-16</a></li> </ul>	<ul style="list-style-type: none"> <li>• <b>New!</b> <a href="#">Special issue magazine about ORM slated for April 2007</a></li> <li>• <a href="#">Navy and Marine Corps Safety Planner 2007 &amp; 2007 Safety Planner Survey</a></li> </ul>

### Initiatives and Tools


Start | SSSL Brief-COL Jamison | Naval Safety Center - ...



# Our Magazines Reach Every Community

## “Tell Your Story”

### **APPROACH (1955)**

**16,183 copies**

[SAFE-Approach@navy.mil](mailto:SAFE-Approach@navy.mil)

### **MECH (1961)**

**17,124 copies**

[SAFE-Mech@navy.mil](mailto:SAFE-Mech@navy.mil)

### **GROUND WARRIOR (1999)**

**27,550 copies**

[SAFE-GrndWarrior@navy.mil](mailto:SAFE-GrndWarrior@navy.mil)

### **SEA&SHORE (2004)**

**30,442 copies**

[SAFE-SeaShore@navy.mil](mailto:SAFE-SeaShore@navy.mil)

### **Ship's Safety Bulletin (SSB)**

<http://safetycenter.navy.mil/media/ssb/default.htm>

[SAFE-SSB@navy.mil](mailto:SAFE-SSB@navy.mil)

### **FATHOM (1969-2003)**

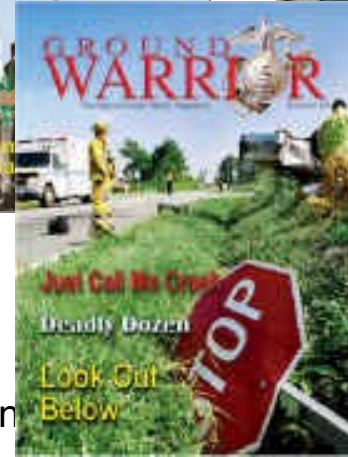
Out of circulation. For archives, visit:

<http://safetycenter.navy.mil/media/fathom/default.htm>

### **ASHORE (1985-2003)**

Out of circulation. For archives, visit:

<http://safetycenter.navy.mil/media/ashore/default.htm>



**For distribution inquiries,  
contact:**

**[virginia.rives@navy.mil](mailto:virginia.rives@navy.mil)  
757.444-3520 ext. 7256**

# What's A Safety Survey?

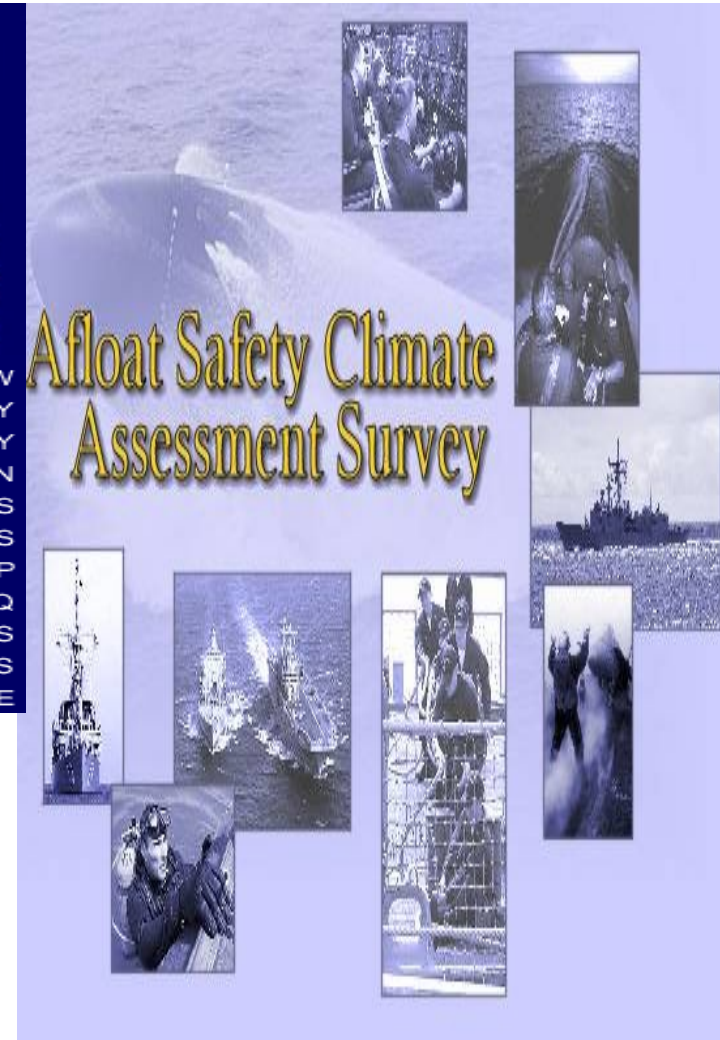
---

- **Free, one-day assessment by Safety Center**
- **Survey teams improve your crews awareness in mishap prevention and recurring safety deficiencies**
- **No formal reports to higher authority -- not an inspection**
- **Static Appraisal**



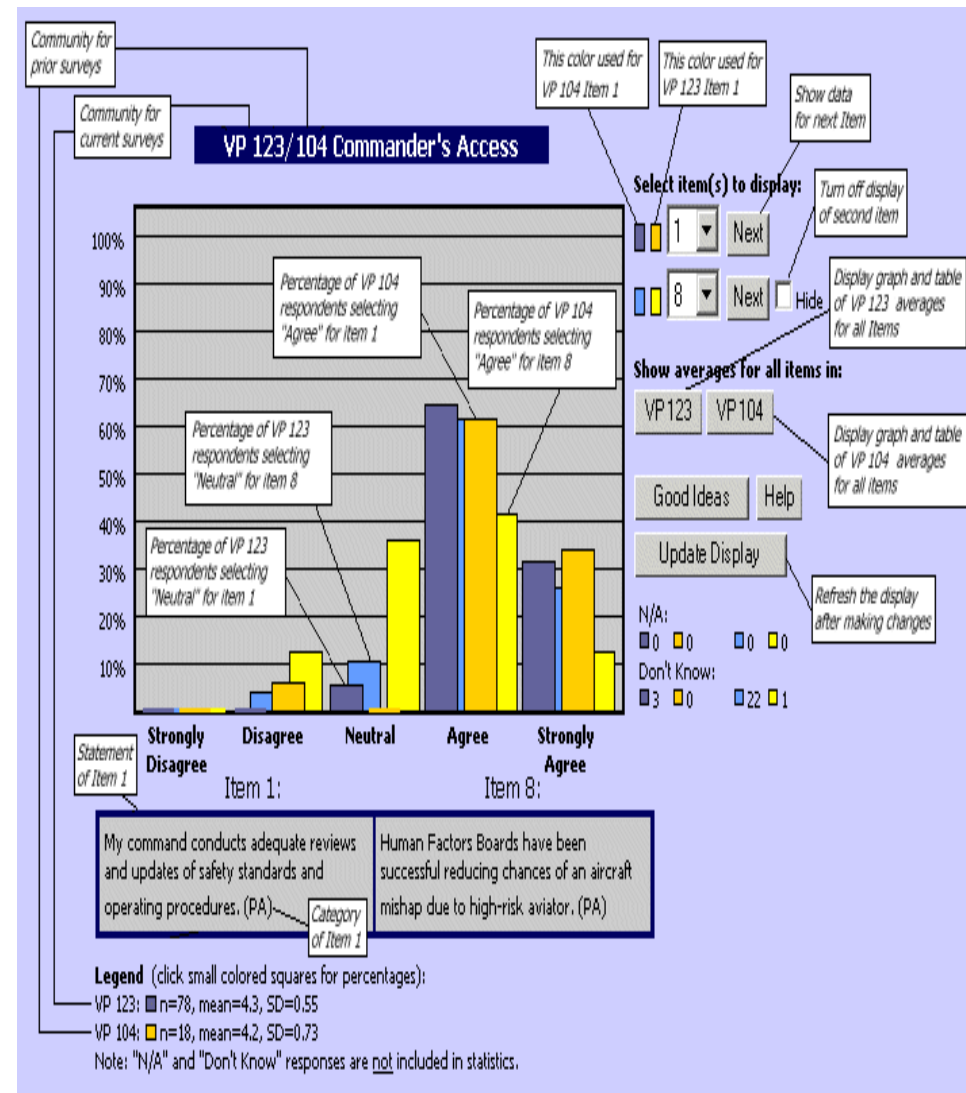
# AFLOAT SAFETY CLIMATE ASSESSMENT SURVEY (ASCAS)

- What is ASCAS?
- Web based command climate survey on safety
- Designed for Dept Heads down to the most junior Sailor
- A secure way for the individual to provide an honest opinion on the ships safety program
- A private tool the CO can use to pulse the



# What can ASCAS do for you?

- Examines how ship stacks up against the fleet.
- Lets the CO know exactly where the ship's safety program stands.
- Gives you a starting point to improve your safety program.
- Helps re-enforce ships safety program
- A tool to track your progress in improving your safety program





# PMV SAFETY SUMMIT 2006

- **April-May 2006 PMV Online Survey Results:**
  - 1 out of 23 Sailors appears to have had a DUI
  - 97% of those recently returned from deployment said they had received PMV Training
  - 81% of Sailors that either had a DUI or wrecked while under the influence of alcohol had less than an Associates Degree
- **2006 PMV Focus Groups Major Findings:**
  - Personnel interviewed stated they SPEED because of adrenaline, running late for work, and testing vehicle's capability
  - Operational tempo and watch standing requirements were the casual factors mentioned for driving while FATIGUED
  - Personnel who are DRINKING out in town are reluctant to use the "Arrive Alive" or "Tipsy Taxi" if available because individuals fear repercussion from the command

# COLLECTING/DISSEMINATING THE DATA



- An integrated system to web enable the data collection and information dissemination safety business processes for Navy & Marine Corps.
- Allow data transfer with DOD, other Services & other systems with a stake in safety
- Allow safety customers direct access, on-line, to safety data to target mishap prevention.

# What We Do for the Fleet

## Naval Safety Center



Providing aviation, afloat, and shore support  
to Navy and Marine Corps commands



**NSC at your service... for free!**

Let our experience, expertise and unrivaled  
commitment to safety work for you.

**Mishap Investigations**

**Surveys**

**Assist Visits**

**Data Analysis**

**Workshops**

**Publications**

**Website**

**Presentations**

**Exhibits**

Call 757-444-3520 (DSN 564) or visit our website: [www.safetycenter.navy.mil](http://www.safetycenter.navy.mil)

## ON THE ROAD

- Safety surveys
- Afloat Safety Climate Assessment Survey (ASCAS)
- ORM unit training
- Mishap investigations
- USMC MTT seminars
- PCO briefings
- NAVOSHENVTRACEN Safety & Occupational Health Training

## AWARENESS

- Fleet Analysis
- Magazines printed/distributed (473,000 copies)
- Interactive CD's
- Acquisition process in-roads
- Safety advisories
- Customer information requests (3,600+ database queries per month)
- Safety Center web page

# Where We're Going...



- **ORM - Safety Training Continuum**
  - “Cradle to grave” training for every Sailor
  - Partnership with NETC/HPDC in development of 5VM safety curriculum
  - Standardize training across USN
- **Driver Improvement Program**
  - ID high-risk drivers
  - Provide focused training
  - Develop driver-training continuum
- **Naval Safety Strategy (DASN(S))**
  - POA&M to get us to 75% mishap reduction

# Our Goal...



**A MISHAP-FREE  
NAVY+MARINE CORPS**

*Team*

[www.safetycenter.navy.mil](http://www.safetycenter.navy.mil)



# Contacts and Resources

**Naval Safety Center Website:** [www.safetycenter.navy.mil](http://www.safetycenter.navy.mil)

## **PMV/Recreation Fatalities Statistics**

<http://www.safetycenter.navy.mil/execsummary/default.htm>

## **Culture Workshop/Best Fleet Practices/Lessons Learned**

<http://www.safetycenter.navy.mil/culture/default.htm>

## **Traffic Safety Toolbox**

<http://www.safetycenter.navy.mil/ashore/motorvehicle/toolbox/default.htm>

## **Focus Groups/Strategic Planning/Marketing**

[evelyn.odango@navy.mil](mailto:evelyn.odango@navy.mil) or 757-444-3520 x 7312

## **Traffic Safety/Off-Duty Priority Initiatives**

Traffic: [mary.brigham@navy.mil](mailto:mary.brigham@navy.mil) or 757-444-3520 x 7134

Community Partnerships: [bonnie.revell@navy.mil](mailto:bonnie.revell@navy.mil) or 757-444-3520 x 7138

[dan.steber@navy.mil](mailto:dan.steber@navy.mil) or 757-444-3520 x 7137







# ***Sailor Excellence Ashore (SEA)***





# Sailor Excellence Ashore

- Identify high risk Sailors
- Concentrate return to homeport training on these Sailors
- Provide focused mentorship, continued training, and other positive experiences for TRCSG Sailors during the entire sustainment period of FRP

***Intrusive leadership  
operationalized . . .***

## **Leading Change**

- **Create a sense of urgency**
- **Form a powerful guiding coalition**
- **Create a vision**
- **Communicate the vision**
- **Empower others to act**
- **Create short term wins**
- **Consolidate improvements**
- **Institutionalize new approaches**

# Sailor Excellence - Why We Did It

- Our DUI initiative showed the first 48 to 96 hours after RTHP were the most critical / vulnerable
- Sobering statistics point to pressing need to reverse trend . . . in first 3 months of FY06, Sailors in Hampton Roads experienced:
  - 47 DUIs
  - 4 attempted suicides
  - 7 regular assaults
  - 14 domestic violence incidents
  - 6 sexual assaults
  - 2 child sexual abuse cases
- No coherent, useful, easily adaptable program to show us how to identify and then mitigate risk
  - Needed better distribution of effort than “one size fits all” traditional RTHP training
  - Had to provide more than exhortations to “do better”
- Needed to broaden the vision to take us beyond 96 hours and through sustainment

***A sense of urgency. . .***

# SEA - Sailor Assessment / Survey

Last Name	First Name	Last 4 of SSN:	Command:
			CSG2 (Staff)


PERSONAL INFORMATION				
Rate/Rank	Gender	Age	Department	Division
Jdial	Email			
DIVOs Name (Last, First):	DIVD Rank:	DIVD Jdial:	DIVD email:	
LPOs Name (Last, First):	LPO Rank:	LPO Jdial:	LPO email:	
Supervisor facilitating survey (Last, First):	Facilitator Rank:	Facilitator Jdial:	Facilitator email:	

PERSONAL HISTORY	
Marital Status	If Yes, how long?
Married	<input type="radio"/> 0-2 Years <input type="radio"/> 3-6 Years <input type="radio"/> >6 Years
Number Children < 18yrs:	What are the ages of your Children? (Click all that apply)
	<input type="checkbox"/> Under 2 <input type="checkbox"/> 3 - 6 <input type="checkbox"/> 7 - 13 <input type="checkbox"/> > 13
<input type="checkbox"/> If Married, is your spouse employed? (Check for Yes)	
<input type="checkbox"/> Are you a Geographical Bachelor? (Check for Yes)	
<input type="checkbox"/> Previously Married? (Check for Yes)	
Education:	
<input type="radio"/> Did not graduate High School <input type="radio"/> HS diploma / GED <input type="radio"/> College classes <input type="radio"/> College Degree	
What type of community did you grow up in?	
<input type="radio"/> City <input type="radio"/> Suburbs <input checked="" type="radio"/> Rural / Country	

1. ALCOHOL AWARENESS
1. To what extent do you drink alcohol?
<input checked="" type="radio"/> None <input type="radio"/> Low <input type="radio"/> Med <input type="radio"/> High
<input type="checkbox"/> 2. Have you had an alcohol related incident (ARI) in the past 3 years? (Check for Yes)
3. During the first week of RTHP, how many days do you plan on having more than 2 drinks per day?
<input checked="" type="radio"/> 0 - 1 days <input type="radio"/> 2 - 3 days <input type="radio"/> 4 - 5 days <input type="radio"/> 6 - 7 days
4. How often do you have five or more drinks on one occasion?
<input checked="" type="radio"/> Never <input type="radio"/> Monthly <input type="radio"/> Weekly <input type="radio"/> Daily or almost daily
5. My activities with friends or relatives _____ include drinking alcohol.
<input checked="" type="radio"/> Never <input type="radio"/> Sometimes <input type="radio"/> Often times <input type="radio"/> Always
<input type="checkbox"/> 6. During the last year, have you tried to cut back on your drinking? (Check for Yes)
7. Has a relative, friend, supervisor, doctor or any other health care provider been concerned about your drinking or suggested you cut down?
<input checked="" type="radio"/> No <input type="radio"/> Yes, but not in the last year <input type="radio"/> Yes, during the last year

	Cancel	Save	Next >>
---------------------------------------------------------------------------------------	--------	------	---------

# Sailor Excellence - Training Provided

<b><u>CATEGORY</u></b>	<b><u>LOW RISK</u></b>	<b><u>MEDIUM RISK</u></b>	<b><u>HIGH RISK</u></b>
<b>Alcohol Awareness</b>	<b>Physiological Effects of Alcohol</b>	<b>Modified AWARE</b>	<b>Modified IMPACT</b>
<b>Temperament</b>	<b>Communication Video</b>	<b>Stress and Conflict Class</b>	<b>Stress and Conflict Class</b>
<b>New Parents</b>	<b>First Time New Parents Class</b>		
<b>Parenting</b>	<b>Returning to Children</b>	<b>Parenting in a Military Family</b>	<b>Family Violence Prevention Program</b>
<b>Spousal/Committed Relationships</b>	<b>Return and Intimacy</b>	<b>Personal Communications Class</b>	<b>Family Violence Prevention Program</b>
<b>Single Sailors - Men</b>	<b>Sexual Assault Awareness</b>		<b>Sexual Assault Prevention</b>
<b>Single Sailors - Women</b>	<b>Sexual Assault Awareness</b>		<b>Sexual Assault Prevention</b>
<b>Motorcycle Safety</b>	<b>If Sailor owns or intends to buy a motorcycle, will be required to attend TRCSG Motorcycle Safety Review. Motorcycle Roundups will take place once we RTHP.</b>		



# Sailor Excellence - Training Provided

<b><u>CATEGOR Y</u></b>	<b><u>LOW RISK</u></b>	<b><u>MEDIUM RISK</u></b>	<b><u>HIGH RISK</u></b>
<b>Driver Safety</b>	<b>Driver Safety Training Video</b>	<b>Large Scale Driver Course</b>	<b>Abbreviated AAA Driver Safety Course</b>
<b>Recreational Safety</b>	<b>Recreational Safety Video</b>		<b>Small Focus Group Safety Training</b>
<b>Financial Matters</b>	<b>Financial Responsibility in the Military</b>	<b>Art of Money Management</b>	<b>Credit Management + Low and Med Risk Training</b>
<b>Crime Prevention</b>	<b>Crime Prevention Awareness</b>		<b>Violent Crime Awareness Training</b>

# SEA - Mentorship Guide

## THEODORE ROOSEVELT CARRIER STRIKE GROUP



## MENTORING HANDBOOK

### Introduction

ations for Use  
oring?

This handbook is to provide a "map" to guide you on the road to successful mentoring. It is becoming far more traveled. Mentoring is not a new concept; in fact, it is as old as ancient Greece. It is only that the road has been repaved with new ideas and techniques. This handbook is a directional tool (i.e., map) for a successful journey. This handbook will guide the mentoring process—what it means to be a Mentor, the rules and guidelines for your tutelage, and the different styles that you can adopt to meet the needs of a mentoring relationship. The Mentor-Protégé relationship is charted from the beginning by tips on how to identify a Protégé, cultivate the relationship, and avoid common pitfalls. Finally, this handbook outlines the responsibilities of traveling this road—effects that are shared by the Mentor, the Protégé, and the

as For Use

This is a job aid that contains comprehensive information on mentoring, with tips, examples to supplement this information. It is recommended that you read all of this handbook at least once. Whether you are a Mentor-to-be who stands at the beginning, or an experienced Mentor who is miles down the road, there is something to be learned. Once you have read the material, refer to the handbook whenever you may find that you refer to some sections more than others. Remember, this "map" that guides you on the road to successful mentoring. You need to decide if this tool.

2?

One of the most effective tools of leadership to develop and train junior personnel is mentoring. It is an unfamiliar territory when attempting to define mentoring. Mentoring is not a new concept because it is an ever-changing process. The mentoring process links an experienced person (Mentor) with a less experienced person (Protégé) to help foster the growth and professional and personal growth of the Protégé. The mentoring process is that the Mentor and Protégé work together to reach specific goals and to provide with sufficient feedback to ensure that the goals are reached. Many define a Mentor as a person who assigns tasks and reviews performance, but a Mentor is more than a supervisor; he or she facilitates personal and professional growth in an individual by sharing the insights that have been learned through the years. The desire to want to share knowledge is characteristic of a successful Mentor.

### Mentor Roles and Responsibilities

Directions  
ing Roles

ections

As a Mentor, around a compass, the roles you assume as a Mentor point you in many different directions. Which role you assume depends on the needs of your Protégé and on the type of job you build with your Protégé. Each of the roles are explained in the next section to prepare for the different directions you will take.

ies

As a teacher, you may need to teach the Protégé the skills and knowledge required for the job successfully. This role requires you to outline the "rules and beliefs" of the organization and to share your experiences as a seasoned professional. To teach the fundamentals of a position, you first need to determine what knowledge and skills are necessary to meet the requirements of the position.

When you have identified the knowledge and skills that the position requires, you need to determine what knowledge and skills the Protégé already has and what knowledge and skills are needed for development. Then, concentrate your efforts on helping your Protégé develop his or her skills.

It is in your best interest to ensure that your Protégé develops professionally. There are many ways you can help your Protégé develop. You should make a point of explaining, in simple terms, what you expect from your Protégé. If you are helping your Protégé develop critical job skills, provide examples or samples, when possible, for the Protégé to follow. The most effective developmental method you can use is to answer the questions your Protégé poses, and that you are not required to be the "expert" on everything. A good Mentor knows when to refer the Protégé to a knowledgeable source. Knowledgeable sources can be people (e.g., handbook, diagram, chart, and computer).

When it is important that you share the wisdom of past mistakes. A Protégé cannot only learn from your errors, but also can realize that no one is perfect. Make a point to relate these experiences, special anecdotes, and "trials" whenever appropriate. It is this sharing of experiences that strengthens the Mentor-Protégé relationship.

As a guide, you help navigate through the inner workings of the organization and the "unwritten office rules" for your Protégé. This information is usually the "hazards of the job" that one only acquires over a period of time. The inner workings of the organization, the "behind the scenes" dynamics, or office politics, that are not always apparent, but to know. The "unwritten rules" can include the special procedures your department follows and the guidelines that are not always documented, and policies under consideration.

### Protégé's Role

protégé

A mentoring partnership between two individuals—the Mentor and the Protégé. In a mentoring partnership, the Protégé learns the roles of the Mentor, but a Mentor is not the only one that must perform several roles.

A "Mentor" to measure how interactive a mentoring partnership will be. This partnership determines the capacity of the mentoring relationship. Your Protégé must determine the amount of dependence and guidance he or she needs. A Protégé should take responsibility for help or advice and to tackle more challenging work.

A student who needs to absorb the Mentor's knowledge and have the ambition to learn from this knowledge. As a student, the Protégé needs to practice and learn from the Mentor.

A "trainee" who should blend mentoring with other training approaches. The Protégé should participate in Departmental training programs, in addition to seeking your guidance. By participating in other programs, the Protégé becomes a more well-rounded individual.





NAVAL SAFETY CENTER

# Questions?

